

Team Optimizing Project

Presentation at AASB
Fall Boardsmanship Academy
September 19, 2020





Jerry Covey
JSC Consulting, LLC
jsc@gci.net



Dr. Barbara L. Adams
Adams Analytic Solutions
badams.aas@gmail.com

<https://teamoptimizingproject.org/>

Presentation Outline

- What is the Team Optimizing Project (TOP)
- How TOP works
- Why TOP is important to you as a board





The TOP Process

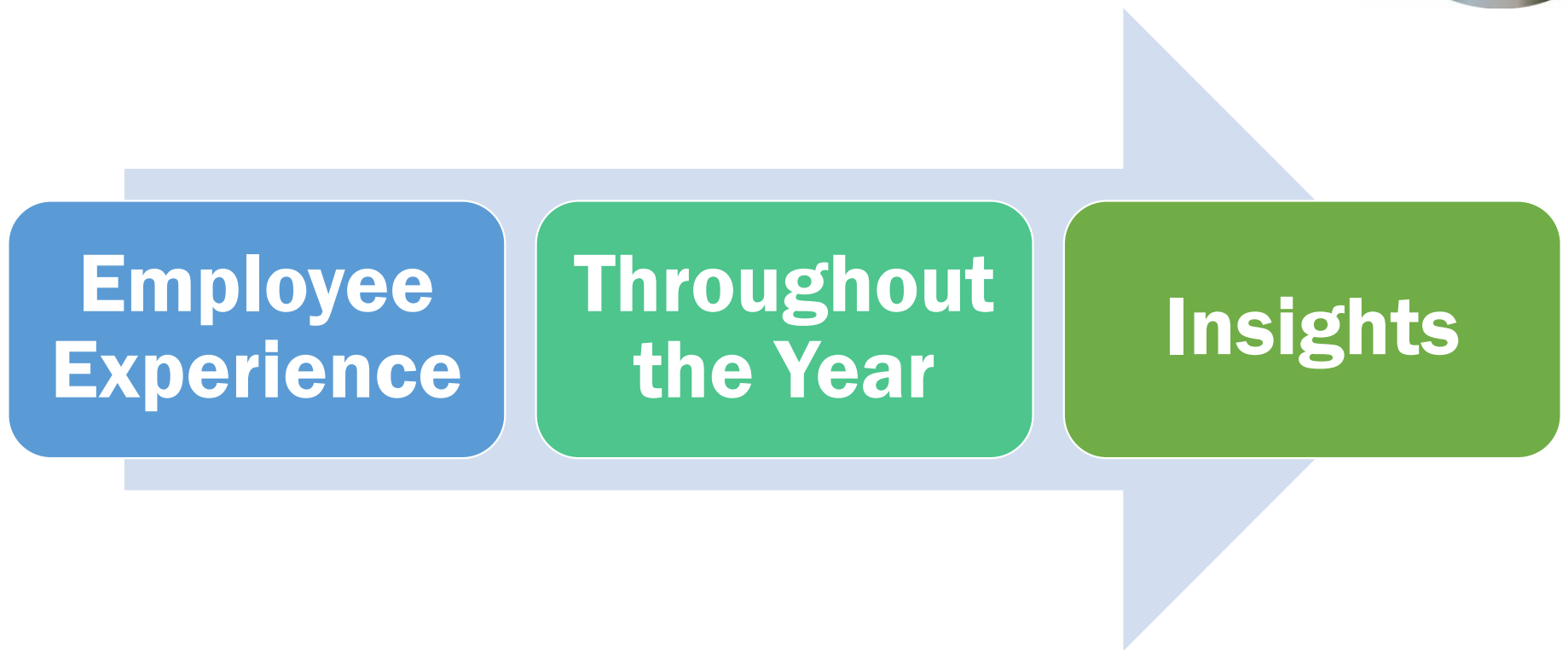
- Certificated & classified staff surveys
- Third-party / Confidential
- Multiple surveys throughout the year
- Voluntary participation
- Tracks satisfaction with their work, social, basic needs environments
- Quick turnaround of survey results
- Data results shared with all certificated and classified staff
- Administrator and employee collaboration to address survey results
- Timely presentations to school boards
- Ongoing support from TOP consultants to schools

What does TOP measure? Survey Scales



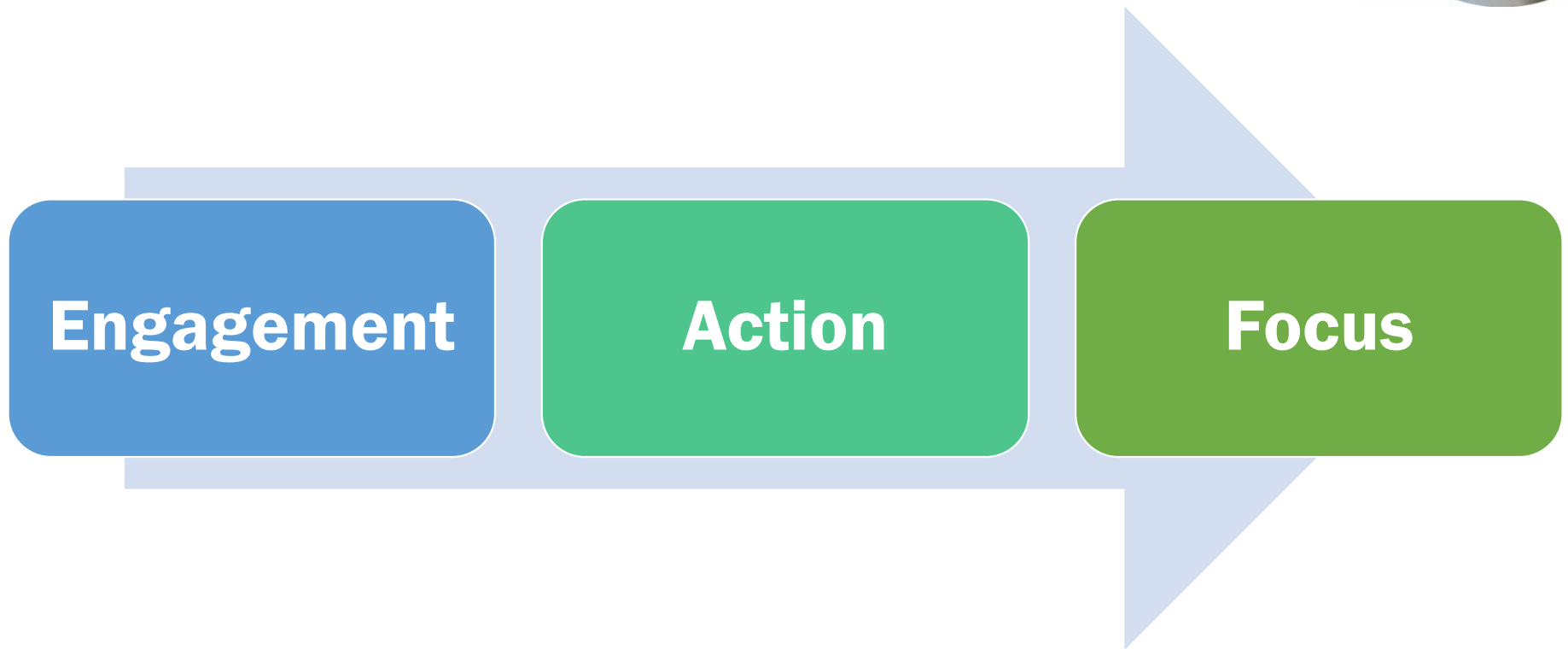
- Work Environment
- Leadership
- Workplace Fairness
- Community
- Efficacy and Social Capital
- Strengthening the Workforce

TOP informs your work as a board



Content and images not to be used without permission.

TOP supports real-time change through



Content and images not to be used without permission.

TOP strengthens your workforce by



High-
Quality Education

Ownership

Collaboration

Responsive Leadership

Active Employee Engagement

Content and images not to be used without permission.



Reflection

Take 2 minutes to write down ...

- What type of data do you get about your employees?
- What type of data do you want about your employees?



Work Environment Questions

Work Environment

The following questions focus on work environment topics. Aggregated results from these questions will be useful to your district in acknowledging and strengthening your work environment to support your work with students.

* 1. At the start of this year, I had all the resources necessary to prepare my classroom and plan instruction focused on academic growth for all students I work with.

- 6 - Absolutely
- 5 - Mostly
- 4 - More than not
- 3 - Not quite enough
- 2 - A little bit
- 1 - Not at all
- 0 - Not Applicable

* 2. The district kick-off in-service supported a smooth start to the school year.

- 6 - Absolutely
- 5 - Mostly
- 4 - More than not
- 3 - Not quite enough
- 2 - A little bit
- 1 - Not at all
- 0 - Not Applicable

CERTIFICATED SURVEY 1

Work Environment

The following questions focus on work environment topics. Aggregated results from these questions will be useful to your district in acknowledging and strengthening your work environment.

* 1. At the start of this year, I had access to all the resources necessary to do my job well.

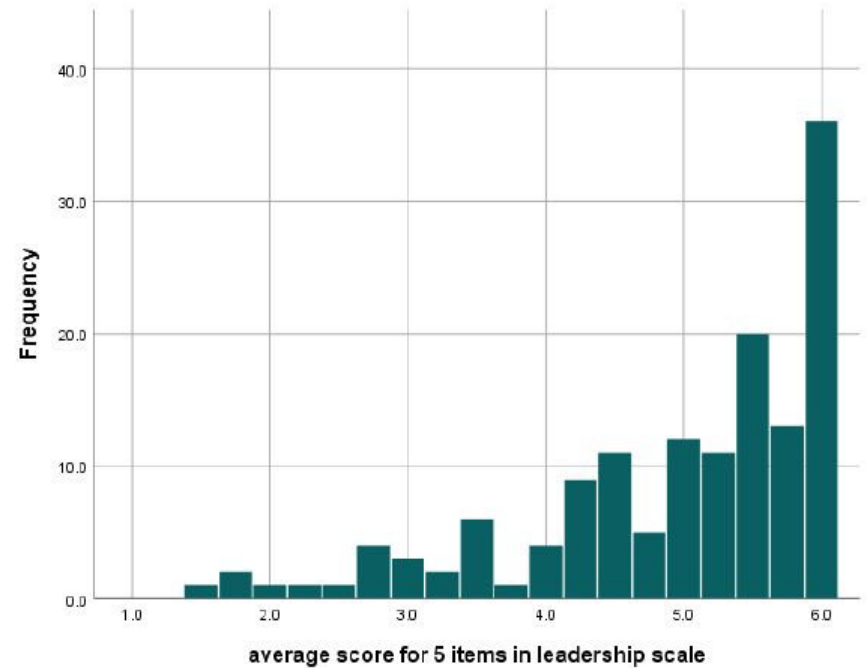
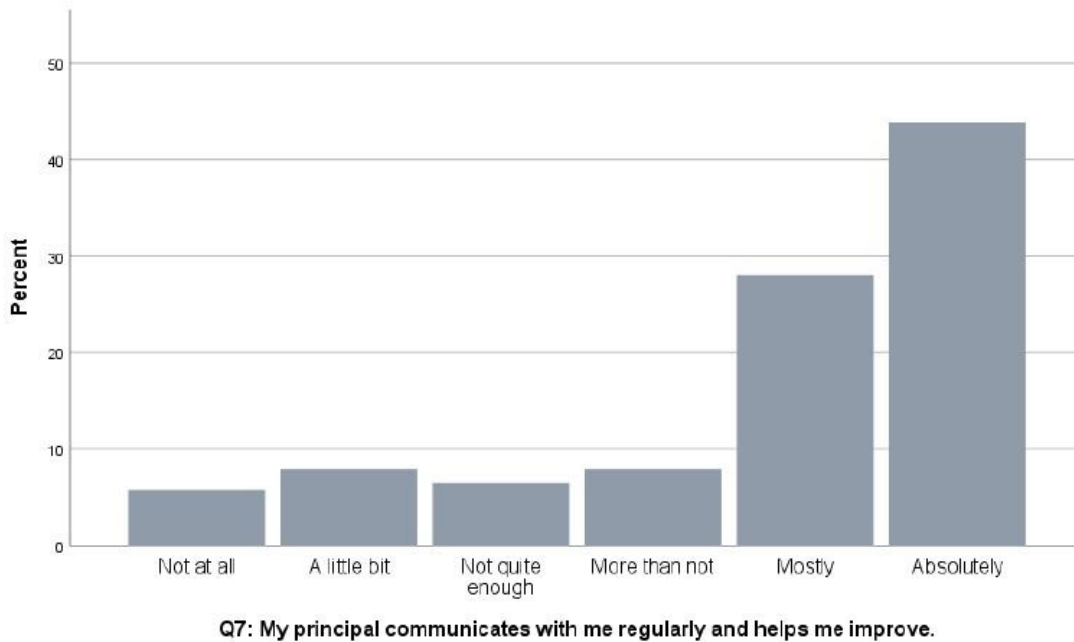
- 6 - Absolutely
- 5 - Mostly
- 4 - More than not
- 3 - Not quite enough
- 2 - A little bit
- 1 - Not at all
- 0 - Not Applicable

* 2. I am receiving training for the skills I need to do my work well.

- 6 - Absolutely
- 5 - Mostly
- 4 - More than not
- 3 - Not quite enough
- 2 - A little bit
- 1 - Not at all
- 0 - Not Applicable

CLASSIFIED SURVEY 1

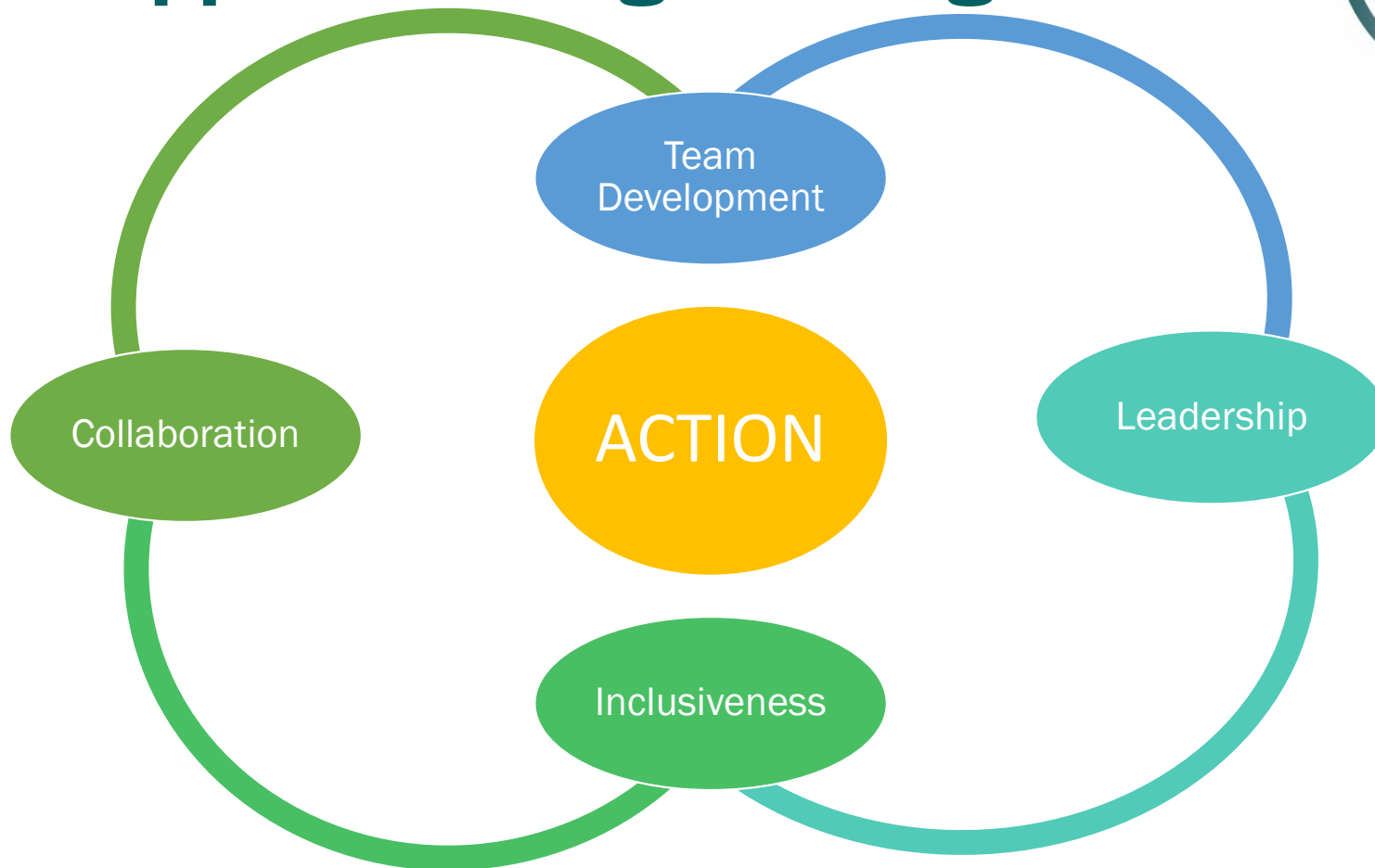
Timely, reliable, and useful data



Content and images not to be used without permission.



TOP supports change through



Content and images not to be used without permission.



What do school boards get?

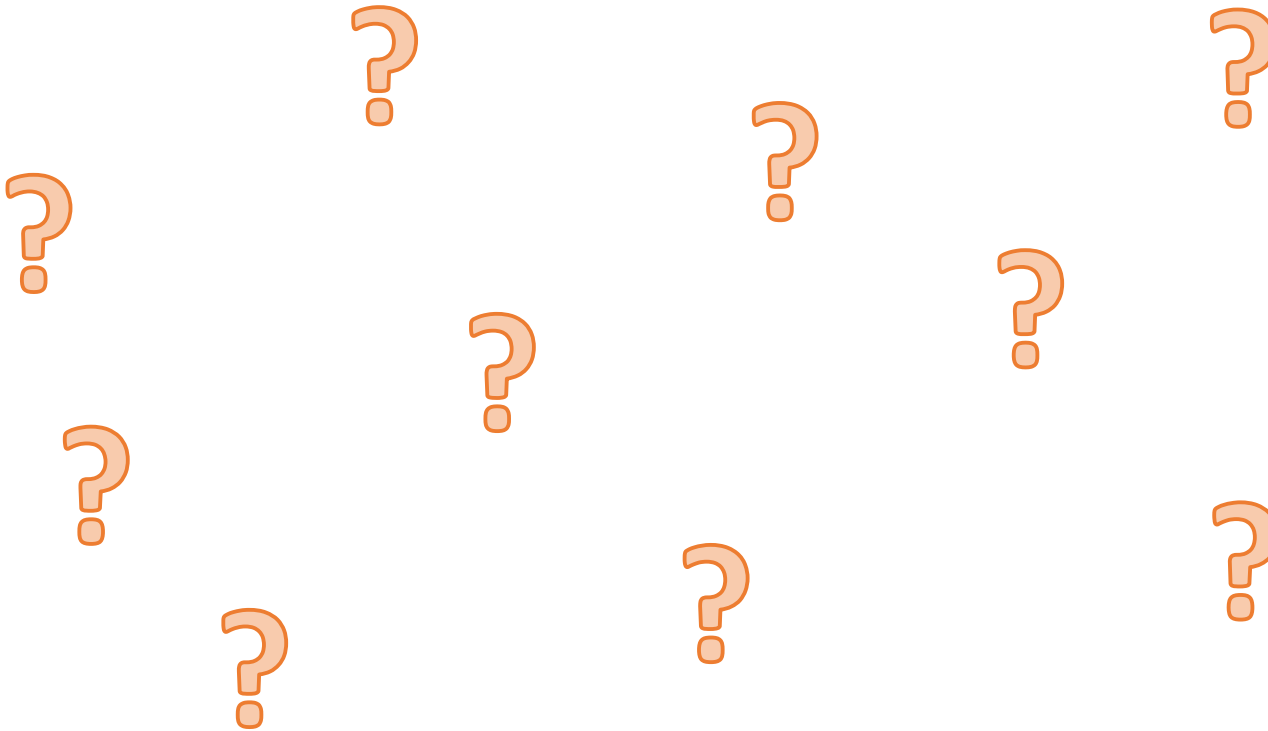
A LOT of information!
~workforce
~district systems

Verification
~supported initiatives
~financial decisions
~policy implications

Knowledge to Act Upon
~strengths
~opportunities for improvement

Alignment
~board changes
~improved outcomes
~best use of resources
~maximizes results

Q&A



Content and images not to be used without permission.